



Group Discussion

1. What were some of the messages Cody, Jennifer, Drew, and Bhavani shared related to courage and equity?

2. Cody and Drew stepped out of their comfort zone by moving into a non-traditional career for women. What were some successes and barriers they experienced??

- 3. All four Ameren co-workers shared a time they experienced an assumption being made because of their gender. How can we acknowledge our biases and prevent them from becoming a barrier to learning or supporting others?**

- 4. Encouragement is a critical element of success. Jennifer talked about the male champions at Ameren who play an integral role in promoting diversity, equity and inclusion. How have you or how could you support someone on your team to be successful?**
